

# COLLECTIVE LEADERSHIP 'ALLIES' RETREAT PROGRAMME 2023-2024

DOORN, THE NETHERLANDS  
R1: 27-29 SEP | R2: TBA | R3: TBA

The year 2020 has been a watershed moment in time, soon to be recognised as a breakdown of the past and the start of a new chapter for humanity. We have an incredible important few years ahead of us to settle in into this new era, in which technology, a blended different way of living and increased interest in spirituality will be key ingredients. We have already been making tremendous progress in the past two years in exploring a new reality and getting a first impression of what the future holds.

PRESENCEATWORK is enrolling Allies once again for a new international stream starting in September 2023 in the Netherlands. With this stream we are continuing to build our community of change agents, pioneers and innovators who are passionate and curious about Collective Leadership and who want to co-create with us on how to gain traction in today's increasingly complex business environment. For the last twelve years now, we have been inviting close relationships for whom transformational change in their organisations is an imperative. Perfect for this cohort will be executives who want to see their people begin to act and think differently; executives who hold it as a priority to fundamentally re-wire how people hold themselves and how they engage with others in the workplace to truly release human potential.

By joining this programme, participants will become members of our worldwide community of collective leaders, have the opportunity to grow themselves through an outstanding programme, and will be able to assess PresenceAtWork and its offerings for their potential to bring value to their organisations in the future.

## RETREAT OVERVIEW

The Allies retreat programme consists of the following Collective Leadership retreats:

27-29 SEP 2023

R1

### LEADING FROM YOUR AUTHENTIC CORE (3 DAYS)

*Foundational skills in self-awareness and leadership impact*

The experience of being authentic and fully expressed - and able to lead from there.

TBA

R2

### LEADING FROM YOUR COLLECTIVE WHOLE (3 DAYS)

*Self-discovery in relationship and co-creation with others*

Deeper awareness that one is part of a larger whole and how to co-lead as a collective.

TBA

R3

### LEADING FROM THE EMERGING FUTURE (3 DAYS)

*Deepened awareness of the collective field and unfolding future*

How to sense the field and co-lead from a future that is emerging moment by moment.

## YOUR PROGRAMME LEADERS

This cohort will be co-led by an experienced facilitator team. Your leaders are all accredited, active practitioners of our Collective Leadership methodology.

## COLLECTIVE LEADERSHIP PROGRAMME APPROACH

In our approach, leaders know how to generate collective results and how to call on everyone's participation, working within a shared clarity of purpose. Collective Leadership is founded on trust, allowing each member to take the lead and follow at the appropriate time, with his or her unique set of talents and perspectives. Collective Leadership leverages the creative intelligence of the whole, which is far greater than the sum of the parts.



## PRINCIPLES OF COLLECTIVE LEADERSHIP

Our Collective Leader Being Model® forms the theoretical core of the Allies retreat programme, embedded in the following three principles:

- 1 THE “BEING” AS OPPOSED TO THE “DOING” OF LEADERSHIP**

The emphasis is on exploring the core, authentic being that we are, versus the traditional focus on what leaders are supposed to be doing. Through deepened awareness of ourselves and of how we impact others, we can begin to change how we choose to be in relationship.
- 2 LEADING BY CAPITALISING ON THE COLLECTIVE INTELLIGENCE**

In a Collective Leadership model, professional growth demands increased awareness that one is part of a larger whole. In today's complex world, it is not possible for one person to know everything and leaders must foremost be capable of leading from the whole system.
- 3 LEARNING FROM THE FUTURE AS OPPOSED TO LEARNING FROM THE PAST**

The programme addresses the power of being fully present in order to see with fresh eyes and discover the “emerging future”, coming from future possibility, versus from past experience or old mental models. The capacity to “presence” the future creates true innovation.

## LEARNING APPROACH

This Allies retreat programme is designed to generate significant personal and professional growth and has a profound impact. Multiple learning approaches are leveraged, e.g. facilitated discussions, experiential exercises, coaching and personal reflection. Personal and cultural change is a journey and this programme supports that journey with three retreats over seven months time, plus three in-between coaching sessions to reinforce your learning.

## OVERALL PROGRAMME OUTCOMES

Leadership is a known organisational performance differentiator. The business impact of this programme is far reaching, driving positive engagement scan and climate results. As a result of attending the full programme, participants will:

- Deepen their emotional intelligence, with greater awareness of behaviours, impact and talents of self and others
- Inspire quality relationships, trust and motivation, leading to improved employee engagement and climate
- Become part of a leadership team that demonstrates greater collaboration and cohesion within itself and with others, leading as a collective towards the shared purposes
- Lead and perform towards highest potential, leveraging strengths and maximising contributions through the ability to think and act systematically, capitalising on collective intelligence
- Learn to embrace a surrendered life state beyond reason, in which you are comfortable with the unknown and insensitive to stress and negativity
- Learn to have more meaningful, inclusive conversations and develop a natural capacity toward each other to lead and follow

## PROGRAMME DETAILS

### PROGRAMME LOCATION

The programme will take place at a beautiful conference centre in Doorn, the Netherlands. “Landgoed Zonheuvel” is located in a national park, within an hour's reach of Schiphol Airport by car or train/taxi.

### PROGRAMME FEE

The fee per 3-day retreat is € 1.650, excluding VAT. The overall fee for the full Allies Collective Leadership journey (all three retreats) is € 4.950 (excl. VAT). Rates include a personal coaching session after each retreat and exclude your hotel and travel costs. Participants will meet their own hotel costs for staying at the location: per 3-day retreat these are approximately € 425 (inclusive of VAT) for 2 nights' accommodation, including all meals for the three days.

### PROGRAMME REGISTRATION

If you want to register, have questions or would like to discuss this programme, do not hesitate to contact programme leader Jorn Wolfs through email ([jorn.wolfs@presenceatwork.com](mailto:jorn.wolfs@presenceatwork.com)) or phone (+31-(0)620730030).